

ADE EDUCATOR RECRUITMENT & RETENTION NEWSLETTER



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When September Ends

The school year is in full swing, classroom processes have been established, and (maybe) there is a glimmer of cooler weather in the air...

Please be sure to celebrate small wins as we work through another challenging year. We want to hear from you- please email us pictures and stories from the field. The ADE Educator Recruitment and Retention team is grateful for each of you and want to celebrate your everyday successes.

teach@azed.gov

Current Projects



On September 15, the ADE Educator Recruitment and Retention team was invited to present alongside of the Exceptional Student Services and Early Childhood Recruitment and Retention teams at the 2021 Arizona state IDEA conference. The team presented information on the AZ workforce overview, covid-impacted workforce trends, SPED educator workforce data, and survey data from our related service providers and early childhood educators. Our 90-minute session closed out the conference and helped to provide the field with relevant data to assist with workforce issues. For any questions about the session, please reach out to Kimberly Rice or Julie Lenza at essrandr@azed.gov.

Arizona has the best educators in the country. Our teachers, administrators, support staff, and school site staff work hard every day to ensure our students learn at the highest level, are loved and supported, and have the best school experience possible.

Being an educator is the most rewarding, challenging, fulfilling, and intellectually engaging profession someone can choose. It requires consistent self-reflection and improvement, constant learning, and an endless supply of love, care, and commitment to the well-being of students. These ACE professionals are an invaluable part of Arizona, and their stories deserve to be heard. We are excited to present the Arizona Celebrates Educators Project- #ACEproject- to share those stories.

The ADE Recruitment and Retention team is excited to collect and share stories through various mediums that will capture and truly reflect the expertise and dedication of our education professionals. These testimonials and stories will be shared on our website and social media pages, as well as in the media. Please visit our submission page to see what we are looking for, and to submit your story.



#ACEproject
Arizona Celebrates Educators

elevating educator stories, because
everyday teaching is extraordinary

Current Projects

Our fall 2021 Principals' Academy cohorts are now full. The two fall cohorts registered 50+ participants each and will finish the year with a cohort exclusively for ASU students. We have received positive feedback on the relaunch and are excited to continue to develop the program to best meet the needs of our educators. Our next cohorts will be in the spring and summer of 2022, please visit our website to keep up with the latest news and upcoming session dates.



August 2021 Principals' Academy Completers: Gadsden Elementary School District Leadership Team

Luis Reyes- Principal, Meredith Nelson- Principal, Maria Camacho- Principal, Cecilia Arivizo- Principal, Bethany Loucks- Principal, Maryela Saucedo- Interim Principal, Selene Arredondo- Assistant Principal, Lina Galvan- Preschool Director, Maritza Mares- Assistant Principal, Omar Duron- Principal, Marylin Morales- Principal

Discovery Education Virtual Field Trips

Don't forget to take advantage of Discovery Education- FREE to all Arizona Educators, Districts, and Charters. For more information and to sign up visit the [ADE Discovery Education webpage](#).

NEW Virtual Field Trips: September 2021

No permission slips required! These virtual experiences let educators take students to amazing places and give them remarkable experiences, without ever leaving the classroom. Join us live for our new Virtual Field Trips or watch them on-demand after their premieres. Register today!

20th Anniversary of 9/11: A Day for Good Deeds

Premiere: September 7 at 10 AM PST / 1 PM ET
Grades 5-12

Designed for students born after September 11, 2001, this experience highlights the many ways people in the United States

came together and works to reframe the historic event as a day of unity while highlighting the importance of valuing diversity.



Discover Your Happy: Happiness in Action

Premiere: September 16 at 10 AM PST / 1 PM ET
Grades 7-12

Activate peer-learning by introducing students to peers

bringing the Six Sustainable Happiness Skills – mindfulness, human connection, positive outlook, purpose, generosity, and gratitude – to life by spreading happiness in local communities.

Discovery Education Virtual Field Trips

Testing the Limits Virtual Field Trip

Premiere: September 30 10 AM PST / 1 PM ET

Grades 5-12

Witness what goes on behind-the-scenes at Boeing to ensure safety and quality in all their programs while meeting engineers and seeing the labs where they test the limits of new aerospace ideas and materials.



Girls4Tech Cybersecurity Video Series

Premiere: September 28 10 AM PST / 1 PM ET

Grades 6-8

Inspire middle school students to decode their everyday lives and hack into a better future for our planet using the basics of Cybersecurity and Artificial Intelligence (A.I.).



Know More, Do More Virtual Field Trip

Premiere: September 23 at 10 AM PST / 1 PM ET

Grades 6-8

Empower students with greater appreciation for sustainability and conservation by exploring the actions they can take to build greater self-reliance and a healthier planet.



Educator Spotlight



José Muñoz - Instructional Coach, Casa Grande
Union High School District



Trisha Waddell- Assistant Principal , Phoenix Day School for the Deaf



Kirsten Dowell -I am a 12th grade English teacher at
Poston Butte High School in Florence Unified
School District. This is my 24th year as an educator
and I have worked with all grade levels and subject
areas as well as a mentor, lead, and instructional
coach.

NAU Rural and Small School District Partnership

The ERR team is pleased to support the work of the NAU Rural and Small School District Resource Center (NAURRC). The Center is doing amazing work on behalf of our rural schools who often face unique challenges and have unique needs versus their urban counterparts. This site comes from the work of Dr. Michael Schwanenberger, Dr. Nic Clement, Dr. Frank Davidson, Dr. Howard Carlson, Dr. Melissa Sadorf, Kristin Turner- all professors, Superintendents, and state leaders with direct experience leading and assisting rural and small districts. Educator recruitment and retention workforce issues reach across the state, and our team knows that a one-size-fits-all approach will not help solve the problem. The NAURRC is a wonderful tool to help.

About NAURRC:

The site was designed to provide a one-stop-shop for information, which Arizona school leaders use on a daily basis.

You will note that the home page provides a helpful article, which will always focus on current research, new programming, or other updates, which are of use to Arizona school leaders. In addition, on the right-hand side of the article are key takeaways in case you are in a hurry.

The professional development (PD) tab includes direct links to learning opportunities offered by NAU and other key education organizations in Arizona, such as ASA, ADE, ARSA, AASBO, and others.

The resources tab includes a rich set of videos on a variety of topics, which directly impact the work of Arizona school leaders. Below the video, you will find available written resources and contact information for individuals or organizations, which can provide additional assistance.

Please visit their website: www.naurrc.org. We are also partnering with the NAU RRC to share their work and updates.



Department of
Educational Leadership

NAU Rural and Small School District Partnership

NAU RRC September 2021 Updates:

Hot Topics & Current Research Article

This month please read an article written by Sarah Richardson, ADE Educator Recruitment & Retention Specialist, regarding the ADE Supervisor of Principals' Academy (SOPA). Learn how effectively supporting principals can lead to better recruitment & retention of teachers and also how to become involved in the academy.

NEW Resources Section Videos (Click on the resources section tab on the top right-hand side of the website)

See two new videos added to the recently formed GME (Grants Management Enterprise) section. We will continue to add videos to this section as time progresses.

- Grants Management Introduction - Provided by Shana Johnson, Superintendent, Mohawk Valley Elementary School District
 - Using Google Drive to Simplify Grants & GME - Provided by Kristin Turner, Superintendent, Paloma Elementary School District
- Video Topics and Development

Do you have a topic that can help others and are willing to record a short 3 to 5-minute video on the subject? If so please reach out to one of us!

Dr. Howard Carlson
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Dr. Melissa Sadorf
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Ms. Kristin Turner
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Educator Preparation Programs

The Arizona Department of Education is seeking professional educators to conduct Educator Preparation Program (EPP) reviews.

Applicants must work/represent one of the following categories:

- Institution under the jurisdiction of the Arizona Board of Regents
- Arizona private institution of higher education
- Arizona community college
- Other organizations with a Board-approved educator preparation program
- Professional educator association
- PreK-12 administrators from a district or charter school
- National Board-Certified Teacher
- A graduate or representative from an Arizona alternative educator preparation program.

EPP Reviewers:

- Have a great understanding of the requirements to be a highly effective educator in one of the following areas: Early Childhood, Elementary, Secondary, SPED, Administration, School Counselor, and/or School Psychologists.
- Understand that each EPP review with an overall score of "Meets" indicates that the EPP will prepare future professional educators to meet Arizona educator certification requirements.
- Are Independent Consultants that agree to keep materials confidential and adhere to the reviewer code of conduct.
- Agree to only review an EPP for which they are qualified.
- Receive \$200.00 per completed review using SBE approved rubric and complete each review within a one-to-two-month window. Each EPP review averages one to four hours depending on the program and the reviewer's experience.

If you wish to apply for this work-from-home opportunity, please email us at teach@azed.gov and we will send you an application and request for your resume.

Troops to Educators

We currently have 4 Skillbridge participants interning around the state; 2 in Litchfield ESD and 2 in Tucson USD. We are looking for LEAs who would like to host a Skillbridge intern in their schools, email lee.fernwault@azed.gov to get started.

About the program:

The Skillbridge program prepares military personnel for a hands-on training approach that leads to an Arizona career in education.

Do you have the passion to help your community or to develop Arizona's next generation of students? Your skills, training, and global perspective are a perfect match for today's students. Internships leading to positions as a teacher, paraprofessional, or support staff member are available. Please contact the Education Office for your base's specific requirements. Once approved you will be assigned to participating districts in your area to begin an internship of up to 18 weeks.

General Requirements: 180 days prior to separation, under honorable conditions, and with command approval.



Have ideas for our monthly newsletter? We would love to hear from you! Please send us article ideas, educator stories, school recognitions, or any workforce-related topics.

Email us at teach@azed.gov